



# FIRO-B<sup>®</sup> Profile

Prepared for A SAMPLE

20 November 2015

The FIRO-B<sup>®</sup> instrument identifies how you behave towards others and how you want them to behave towards you. Your FIRO-B assessment can help you to increase your understanding of yourself in a number of important areas, including how you handle interpersonal situations and your own social needs, how others perceive you and how you see them.

**The FIRO-B instrument provides information on three fundamental areas of interpersonal needs:**

## INCLUSION

refers to recognition, belonging, participation, contact with others and how you relate to groups

## CONTROL

refers to influence, leadership, responsibility and decision-making

## AFFECTION

refers to closeness, warmth, sensitivity, openness and how you relate to others

**The FIRO-B assessment also indicates your preferences in relation to two distinct aspects of each of these areas:**

## EXPRESSED BEHAVIOUR

- To what extent do you prefer to initiate the behaviour?
- How do you actually behave with respect to the three fundamental interpersonal needs?
- What is your comfort level when engaging in the behaviours associated with the three needs?

## WANTED BEHAVIOUR

- To what extent do you prefer others to take the initiative?
- To what extent do you want to be on the receiving end of those behaviours?
- What is your comfort level when others direct their behaviours associated with the three needs towards you?

This profile reports your results on the expressed and wanted aspects of the three interpersonal needs explored by the FIRO-B instrument and includes basic interpretive information for each. As you read through this profile, please consider how the results compare with your own sense of how you interact with others. Results should not be used to pass judgment on whether any behaviour or any person is good or bad. You should avoid making major decisions based on the results of just one assessment.

## Your FIRO-B® Results

Below are your scores for both expressed and wanted areas of Inclusion, Control and Affection, along with the total scores for each area.

	INCLUSION	CONTROL	AFFECTION	TOTAL EXPRESSED																																
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For further information on the FIRO-B instrument and assessments, refer to *Introduction to the FIRO-B® Instrument in Organisations* by Eugene Schnell and Allen Hammer, *Introduction to the FIRO-B® Instrument* by Judith Waterman and Jenny Rogers and *Participating in Teams* by Eugene Schnell, all available from OPP Ltd.